

W/PTS 4/57
82-4297

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Comptroller's Memo of 8 March 1982

82-2204/4

FROM: James N. Glerum
Director of Personnel
5E58 HQS

EXTENSION

NO.

DATE

12 MAR 1982

TO: (Officer designation, room number, and building)

DATE

RECEIVED FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Executive Registry
7E12 HQS

Agree generally with Maury's summary of HPSCI staff meeting.

2.

We are meeting again with Marty Faga of the HPSCI staff on Wednesday, 17 March to walk him through the study so as to focus him on it's thrust--which is pay not job classification.

3. Executive Director

The study was community-wide

4.

5.

I suspect that some staff members overlooked this fact when (and if) they read the study. The problem appears to be defining who is in the Community and should receive this pay. My staff will be talking with the IC Staff to get their views along with Marty Faga's. I then plan to propose a game plan to representatives of this community to get their agreement as to members of the Community and who should receive the over-seas pay.

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11.

James N. Glerum

12.

13.

cc: Comptroller

14.

P-100

15.

SECRET

COMPT 82-0337

Executive Registry
82-2204/4

8 MAR 1982

MEMORANDUM FOR: Executive Director

THROUGH : Director of Personnel

FROM : Maurice Lipton
Comptroller

SUBJECT : House Permanent Select Committee on Intelligence (HPSCI)
Review of CIA Overseas Pay [redacted]

25X1

1. On 4 March, Jim Glerum along with [redacted] of his staff and consultants [redacted] briefed the HPSCI staff on our overseas pay study. Mike O'Neil, Jim Bush, and Marty Faga represented the staff. [redacted]

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2. For two hours, we discussed the Agency's need for increased overseas pay, the consultants' survey and analysis, and the correspondence on the issue. A number of points were cleared up.

-- The staff questioned the status of the overseas pay study. We told them it was completed, but that the consultants' final recommendations would not be made until the April completion of the overall review of CIA compensation.

-- The staff concluded that some employees [redacted] were "overpaid." The consultants explained that the study did not attempt to absolutely classify the jobs, the results were accurate in the relative sense, and that a favorable 250 rating point allowance from OPM to the State Department was not included in the calculations.

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However, we did not allay the staff's concern. They said:

-- They expected a Community-wide study. [redacted] the staff expected a Community recommendation. They fear a sort of chain reaction of organizations coming in for additional overseas pay.

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[redacted]

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[redacted]

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-- The staff expected Intelligence Community Staff participation. We mentioned that [redacted] was our contact and that Jim Glerum had cleared the study with [redacted] but said that the Intelligence Community Staff was not involved in the analysis.

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-- The staff members said they preferred increased pay targeted at specific groups of our employees rather than applied across the board. Jim Glerum went through the other options we had considered and the difficulty of their implementation. [redacted]

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3. I asked if the staff thought the following procedures would be acceptable:

- In mid-summer (about 60 days after completion of the study) we could present the rationale for our suggested options;
- Present the options suggested by the study;
- Include the DCI's recommendation for the other Intelligence Community organizations.

The staff said they thought that might be acceptable. [redacted]

25X1

4. At the conclusion of the meeting I was told informally that the staff felt the discussion raised as many questions as it answered, and that they would likely draft a letter for Chairman Boland to send to the DCI asking for a Community-wide recommendation. They would expect John McMahon to address the letter in the CIA hearing on 22 March [redacted]

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[redacted]
Maurice Lipton

SECRET